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MEMORANDUM FOR: Deputy Director for Intelligence
Deputy Director for Plans
Deputy Director for Science and
Technology

SUBJECT : Disaffected or Potentially Disaffected
Ex-Employees

1. The attached memorandum is forwarded for your concurrence.
2. Although most employees separating from the Agency leave under conditions which make it reasonable to assume that we can count on them as loyal supporters, there are a small number which do not fall in this category. The necessity for Agency concern in the latter case varies with the reasons why the individual may be disgruntled or disaffected, the access which he has had to classified and sensitive information, his health, and many other factors. Whatever his reasons for disaffection may be, at the moment the Agency does not have a formalized system which ensures that the disaffected or potentially disaffected person is identified and that appropriate action, within the limits of our capabilities, is taken to minimize his disaffection and possible damage to national security.
3. In order to establish a systematic procedure to correct these deficiencies to the extent possible and to minimize the risk, I propose, with your concurrence, to obtain the approval of the DDCI to the attached memorandum.

L. K. White
Deputy Director for Support

Not sent

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ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED
DATE 10/10/01 BY 1045

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SUBJECT: Disaffected or Potentially Disaffected Ex-Employees

CONCURRENCES:

Deputy Director for Intelligence

Date

Deputy Director for Plans

Date

**Deputy Director for Science and
Technology**

Date

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MEMORANDUM FOR: Deputy Director for Intelligence
Deputy Director for Plans
Deputy Director for Science and Technology
Deputy Director for Support
Inspector General
Director of Finance
Director of Personnel
Director of Security
Chief, Medical Staff
General Counsel

SUBJECT: Disaffected or Potentially Disaffected
Ex-Employees

1. A small number of employees separating from the Agency have been cause for concern due to their actual or threatened actions which are inimical to the best interests of national security.

2. While the addressees are responsible for recommending or for taking action with respect to the employment or assignment of employees, Agency interest does not terminate at the separation or reassignment of certain employees. These are employees who, bitter against one or more Agency officials or antagonistic towards CIA or the Government as a whole, may take steps to attack or expose Agency people, operations or components in a manner affecting the national security, or who, as has happened in the past might threaten to or take preliminary steps toward defection.

3. In cases where this has happened there has been a prior official history of incidents or attitudes indicative of a potential problem with the individual. However, there are no formulas by which defection or attacks on the Agency affecting national security can be forecast. It is necessary, therefore, that there be a system under which all pertinent information of this nature is made known in advance to the Director of Security, who is designated as the

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responsible Agency official for establishing contact with such ex-employees and taking action to prevent or minimize any incidents which might damage Agency security interests.

4. The addressees are responsible for immediately advising the Director of Security of all information about employees and ex-employees, whenever cause exists or probable cause exists to believe the individual harbors such ill feeling toward the Agency, Agency officials or the Government as a whole that it might result in disaffection. This disaffection could lead, in turn, to injury to the national security, including defection of such individual.

5. In any case affecting the national security where time clearly does not permit using established Agency channels and procedures, the Director of Security shall take such action as he deems necessary to meet the emergency.

6. Nothing in this memorandum amends or contravenes the responsibilities of the CIA Personnel Evaluation Board, which was established by my memorandum of 30 May 1964. This Board concerns itself with questions of suitability for Agency employment.

Marshall S. Carter
Lieutenant General, USA
Deputy Director


cc: Asst. to the Dir. for Public Affairs

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5. While realizing that this subject and the problems attendant thereto are complex, it is requested that the work of this ad hoc group be completed by 22 June.

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L. K. White
Deputy Director
for Support

cc: Chief, Medical Staff
Director of Personnel
General Counsel

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